

Waunakee Area Soccer Club

Executive Director / CEO

EIN 392024065

WI · NTEE N64

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Megan Ballweg, Executive Director / CEO** (\$38,000) against **every comparable organization** that fit the selection criteria — **178** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

Benchmarked executive: Megan Ballweg — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

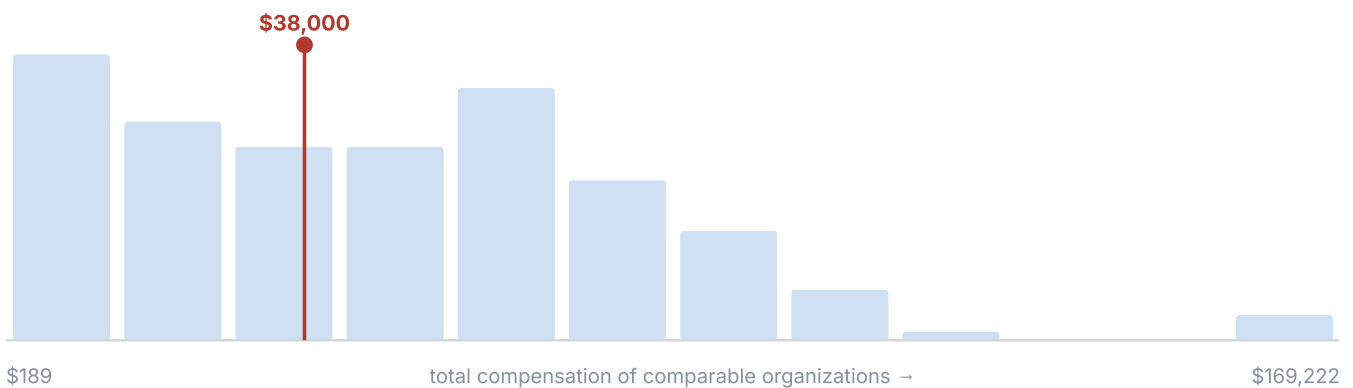
SECTOR Organizations sharing the subject's NTEE classification (N64).

BUDGET Total revenue between \$334,066 and \$747,909 — 0.67x to 1.50x the subject's \$498,606 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

178 organizations qualified on sector, size, and geography → **178** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,785	\$19,671	\$49,189	\$68,317	\$88,783	\$38,000
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to WI cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Amherst Soccer Association Inc	NY	\$498,408	Director Of Coaching	\$55,924	\$51,135	2023
Saints Soccer Academy	OR	\$496,234	President	\$101,100	\$95,003	2023
Rising Stars World Soccer Inc	FL	\$495,462	Director	\$48,000	\$44,319	2024
Advantage Academy Inc	AR	\$493,419	Ceo	\$79,984	\$88,364	2024
Urban Champions Academy	TX	\$503,861	President & Ceo	\$22,000	\$21,629	2024
Cottonwood Football Club	UT	\$492,452	President	\$12,000	\$12,072	2024
Tyler Soccer Association Inc	TX	\$505,880	Registrar/of	\$21,000	\$20,647	2024
Cascade Soccer Club	WA	\$490,773	Director	\$47,951	\$42,195	2024
Georgetown Football Club Inc	KY	\$489,744	President	\$4,675	\$4,937	2024
Polonia Youth Soccer Club	WI	\$489,625	Executive Director	\$20,000	\$21,136	2023
Niskayuna Soccer Club Inc	NY	\$487,589	Coaching Coordinator	\$10,250	\$8,869	2025
Champlain Valley Educator Development	VT	\$485,885	Executive Director	\$108,280	\$110,282	2023
Cheyenne Soccer Club	WY	\$511,810	Board Member	\$62,965	\$66,268	2024
Dillsburg Area Soccer Club	PA	\$484,650	Member At La	\$6,740	\$6,802	2023
Capital Soccer Club Inc	VT	\$483,640	Dir Of Admin	\$67,383	\$66,660	2024
Auburn Soccer Club	AL	\$513,748	Executive Director	\$88,500	\$91,548	2025
Northern New Mexico Soccer	NM	\$482,064	Executive Di	\$48,771	\$53,079	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bridge City Soccer Academy	OR	\$478,987	President & Executive Director	\$63,935	\$60,079	2023
South Tampa Youth Soccer Club Inc	FL	\$518,492	Director	\$97,217	\$89,762	2024
Scotts Valley San Lorenzo Valley Soccer	CA	\$520,450	Vice President	\$21,000	\$18,349	2023
Vermont Youth Soccer Association	VT	\$521,568	Exec Director	\$78,434	\$77,592	2024
Mt Laurel United Soccer Assoc Inc	NJ	\$523,368	Secretary	\$41,162	\$37,188	2023
Essex County Youth Soccer Association	MA	\$472,877	Referee Assignor	\$30,500	\$26,938	2024
Pitt Greenville Soccer Association Inc	NC	\$524,806	President	\$4,600	\$4,672	2024
North Carolina Rush Triad Soccer Club Inc	NC	\$472,369	Vice President - Operations	\$61,291	\$64,083	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2025 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to WI cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT 178 organizations. Compensation range \$189–\$169,222; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$498,606); for reference, expenses \$507,833 and assets \$209,140.

ROLE MATCH Megan Ballweg, reported title "*TREASURER*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

board should confirm this is a comparable role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	42 nd
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	42 nd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Megan Ballweg) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 178 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,000 is reasonable (approximately the 42nd percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability

data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.